Provider Name	

Candidate Quality and Recruitment

Purpose: The On-Site Visit Evidence Organizer: Candidate Quality and Recruitment Standard 3, is a tool for providers to use to give brief, descriptive overviews of how the provider ensures that its recruitment, and admissions policies and practices ensure program completers reflect the diversity of Rhode Island's PK-12 students, are responsive to employment needs, meet the minimum admissions requirements outlined by RIDE and additional selectivity criteria defined by the provider. The organizer also details on-site visit evidence that providers should provide to the review team for review during the on-site visit.

This Evidence Organizer focuses on the following components of the RI Standards for Educator Preparation: 3.1, 3.2, 3.3, and 3.6.

To Do: Briefly address the following prompts in the space provided, referencing specific examples in the accompanying evidence sources where appropriate. Bullets or brief text is acceptable. Please limit your response to 250 words per response.

1. Describe how you **recruit, admit and support** high-quality candidates who **reflect the diversity** of Rhode Island's PK-12 students? (3.1)

2. Describe how you are **responsive to employment needs**, including hard-to-staff schools and shortage fields? (3.2)

3. Describe how your **admission requirements** meet or exceed RIDE requirements? (3.3)

4. Describe how you define and monitor at entry **additional selectivity criteria** that are critical to educator effectiveness? (3.6)

5. Describe your **strengths and areas in need of improvement** specific to candidate quality and recruitment?

Recruit, Admit, and Support High Quality and Diverse Candidates:
Employment Needs:
Admissions Requirements:

Additional Selectivity Criteria:
Areas of Strength:
Areas for Improvement:

Required Evidence:

The chart below details required on-site evidence that programs should submit to provide the data necessary for the review team to understand the program and to make valid judgments. The chart also details if the required evidence should be submitted via an electronic template provided by RIDE, as an electronic document, or as a hard copy. All evidence must be uploaded to the on-line data collection system (electronic evidence) or provided to RIDE (hard copy) at least three weeks prior to the on-site visit. For electronic evidence, follow the naming conventions below and upload all evidence as PDF documents.

Note: If multiple electronic documents are submitted for the same component, then add to the naming convention an additional A, B, C, after the component number for each additional document. For example, S1A_Candidatename, S1B_CandidateName, S1C_CandidateName, etc.

Component	Required Evidence	Format	File Name	Description
3.1	Provider and Institutional Candidate Diversity Summary	Electronic Template	S3.1_ProviderCandidateDiversity_DataFile	A data file that includes candidate demographics with data regarding number of individuals recruited, admitted, accepted for student teaching/internship, and recommended for licensure by demographic for the last three years for both the provider and institution.
3.1	Recruitment and Support of Diverse Candidates Materials	Electronic Document	3.1_CandidateDiversity_RecruitmentSupport	A flowchart that demonstrates how the provider recruits, admits, supports, and retains a diverse candidate body.
3.2	Employment Data Shared with Prospective and Current Candidates	Electronic Document	S3.2_EmploymentData	Any materials that are shared with prospective candidates prior to admission or with candidates in the program that provide data about employment prospects within each certification area, including data about the recent completers of the provider's programs.

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Component	Required Evidence	Format	File Name	Description
3.3	Admissions Policy	Electronic Document	S3.3A_AdmissionsPolicy	Documents that specify criteria for admissions to programs, including any dispositions or leadership traits that are non-academic criteria (see component 3.6)
3.3	Waiver Policy	Electronic Document	S3.3_WaiverPolicy	Description of Waiver Policy for candidates admitted who do not meet admissions requirements.
3.3	Waiver Tracking	Electronic Document	S3.3_WaiverTracking	Materials, policies, and information relating to the name, number, and outcomes of admissions waivers for the last three years.
3.6	Additional Selectivity Criteria	Electronic Document	S3.6_SelectivityCriteria	Materials and information that were used to define additional selectivity criteria (professional dispositions and traits).
3.6	Additional Selectivity Criteria Instruments	Electronic Document	S3.6_SelectivityCriteria	Assessment instruments used to evaluate other selectivity criteria (e.g., professional dispositions and traits) prior to student teaching and at recommendation for certification.

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